

Customs & Border Protection (CBP): Securing America's Borders

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resiliency to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career in CBP, the sole organization responsible for securing the nation's borders. At U.S. Customs and Border Protection, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please see <http://www.cbp.gov>.

This position will allow you to use your expertise to prevent illegal entry of aliens into the United States by land, water, or air; enforce criminal provisions of the Immigration and Nationality Laws; and seek out and apprehend smugglers or aliens who are in the United States illegally. This position starts at a salary of \$81,823.00 (GS-13). Apply for this exciting opportunity to strengthen the Department's ability to protect the homeland.

Who May Apply:

- Current U.S. Customs and Border Protection employees, within the Office of Border Patrol, with competitive status.
- For definitions of terms found in this announcement, please see http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm.

Organizational Location: This position is located within U.S. Customs and Border Protection, Office of Border Patrol, Spokane Sector, Oroville Station, Oroville, Washington and Whitefish Station, Whitefish, Montana.

One or more selections may be made using this job opportunity announcement.

Relocation Authorized: No

You must be a U.S. Citizen to apply for this position
 You may be required to pass a background investigation and/or polygraph
 Males born after 12/31/1959 must be registered with Selective Service
 You must be able to meet job-related medical and/or fitness standards
 You may be required to pass initial and random drug testing

As a first-line Supervisory Border Patrol Agent you will serve as a **primary** law enforcement officer (under 5 U.S.C. 8331 (6C) and 8412 (d)) and be responsible for:

- Directing assignments of subordinate Border Patrol Agents, specialized units, and station operations
- Directing activities aimed at preventing the illegal entry of aliens into the United States by land, water, or air
- Seeking out and apprehending smugglers or aliens who are illegally in the United States
- Enforcing the criminal provisions of the Immigration and Nationality laws
- All normal functions involved in supervising personnel, including leave approval, resolving disciplinary problems, and preparing annual performance appraisals

Basic Qualification Requirements: The basic qualification requirements include experience in law enforcement or other responsible work that demonstrates the ability to make arrests and exercise sound judgment in the use of firearms; to deal effectively with individuals or persons in a courteous, tactful manner; and to analyze information rapidly and make prompt decisions.

AND

GS-13: You qualify at the GS-13 level if you meet the basic qualification requirements and possess one year of specialized experience including interpreting and enforcing immigration or comparable laws, rules, and regulations. This also includes gathering and analyzing intelligence from a variety of sources; developing case work pertaining to criminal prosecutions and investigations; identifying and investigating smuggling operations; devising and recommending solutions to operational problems, and apprising management of identified deficiencies and solutions; and ensuring compliance with enforcement and operational practices.

Language Requirement: Must be proficient in the Spanish language. (i.e., able to speak and read in Spanish).

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current Federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the Federal service) by Thursday, August 15, 2013.

This is a Non-Bargaining Unit status position.

Law Enforcement Retirement: This position meets the eligibility criteria for law enforcement retirement under both the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS) under Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412 (d). For more information on required years of service and retirement age, refer to the following link: http://cbpnet/xp/cbpnet/hrm/hr_prof/staffing/maximum_age.xml

For additional information on when an employee continues or discontinues coverage under the special retirement system for law enforcement officers, please see the CSRS and FERS handbook, Chapter 46, pages 12-13. <https://www.opm.gov/asd/hod/pdf/C046.pdf>.

Firearms Requirement: You will be required to carry a firearm while performing the duties of this position. Maintaining firearm proficiency is also mandatory. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition (Title 18, U.S.C. Section 922 (g) (9)). Candidates under consideration will be required to certify whether they have ever been convicted of such an offense. False or fraudulent information provided by candidates is criminally punishable by fine or imprisonment.

Age Requirement: Provisions of Public Law 93- 350 and 100-238 allow the imposition of a maximum age for initial appointment to a Supervisory Border Patrol Agent position with the Department of Homeland Security. In accordance with Department of Homeland Security Management Directive 251-03, the "day before an individual's 37th birthday" is the maximum age for original appointment to a position as a law enforcement officer within DHS.

Consequently, candidates must be referred for selection before reaching their 37th birthday.

Creditable service covered by Title 5 U.S.C. 8336(c), Title 5 U.S.C 8412(d), or creditable service on or after July 6, 2008 covered by Public Law 110-161 may be applied toward the maximum age requirement.

This age restriction may not apply if you are currently serving in a federal civilian (not military) law enforcement position covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d).

Veterans' Preference Eligibility - To ensure compliance with statutes pertaining to the appointment of preference eligible veterans as determined by the Merit Systems Protection Board in its recent decision *Isabella v. Dept of State*, the maximum age for original appointment articulated above shall not apply to the hiring of individuals entitled to veterans' preference eligibility under 5 U.S.C. § 3312.

Administratively Uncontrollable Overtime (AUO): You may be required to work on an unscheduled basis in excess of the 40-hour work week. You must be readily accessible to perform this unscheduled work. You may receive extra compensation in the form of Administratively Uncontrollable Overtime.

Probationary Period: In order to qualify for this position, you must have completed your probationary period from your most recent appointment.

Motor Vehicle Operation: You must possess a valid automobile driver's license at the time of appointment.

Overtime and Shift Work: This position requires regular and recurring overtime and shift work.

Travel: Overnight travel may be required on a regular and recurring basis.

Uniforms: This position requires you to wear an officially-approved uniform while in duty status.

Security Clearance: You may be required to obtain a Secret or higher level clearance for this position.

Qualified U.S. Customs and Border Protection (CBP) candidates will be ranked on the basis of the scores received on your *Border Patrol* Promotional Assessment. Competitive applicants must have a valid test score when the announcement opens, or we cannot consider you for this position. Alternate Staffing (Non-Competitive) Candidates need not have a current, valid test score. Alternate Staffing (Non-Competitive) candidates include applicants who have permanently held a position at the highest grade announced or higher.

Knowledge, Skills, Abilities and Other Characteristics (KSAOs):

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Knowledge of Immigration and Nationality laws
- Knowledge of proper law enforcement methods
- Skill in analyzing disparate facts, events, and other types of intelligence material
- Skill in using a variety of automated information systems to gather information for intelligence, enforcement, and prosecutions, and to facilitate decision making

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see [View Occupational Questionnaire](#).

Agency Career Transition Assistance Program (CTAP) eligibility: If you have never worked for the federal government, you are not CTAP eligible. Information about CTAP eligibility is on the OPM's Career Transition Resources website at:

[http://www.opm.gov/Reduction In Force/employee_resources/ctap/Employee-Guideline CTAP.asp#3a](http://www.opm.gov/Reduction%20In%20Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a). To be considered well qualified under CTAP, you must be rated at a minimum score of 85 for this position. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

We strongly encourage you to apply online. If you cannot apply online, you may fax your resume, assessment questionnaire, and supporting documents to **(478) 757-3144**. You must print a copy of and document your responses to the assessment questionnaire [View Occupational Questionnaire](#) using OPM Form 1203-FX http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf, and the official fax cover sheet: <http://staffing.opm.gov/pdf/usascoversheet.pdf>. Please include job opportunity announcement ID 933814 and provide your SSN, name, and address using the exact name you used when you filled out the questionnaire. If you have uploaded documents into your application, you do not need to fax those same documents.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 Eastern Standard Time on Thursday, August 15, 2013**

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/YY). Your resume should also contain your full name, address, phone number, email address, and your work schedule and salary. To ensure all your experience is considered, the Office of Border Patrol strongly suggests resumes should describe your experiences and accomplishments, assignment dates, duty locations, and specify whether you have performed duties in investigations, intelligence, or have worked in sector-level or national programs (e.g., horse patrol, BORSTAR, BORTAC, peer support, chaplaincy, canine, etc.), or been assigned to the U.S. Border Patrol Academy, and/or Sector or USBP Headquarters. Include leadership or specialized training and college level courses completed. Resumes must also specify each supervisory position held (clearly listing SBPA, FOS, SOS, APAIC, PAIC, ACPA, DCPA or CPA). Additionally, include all temporary promotions listing the grade, position, location, and period of time held; temporary details or special assignments held 30 days or more (assignment, location, and period of time); and any prior military or other specialized experience outside of USBP that is relevant to law enforcement work.
- **Your responses to the job questionnaire** [View Occupational Questionnaire](#)
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; SF-50B; a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Veterans preference points are not applicable to Merit Promotion announcements.**
- You may be asked to provide a copy of your recent performance appraisal and/or incentive awards.

It is your responsibility to verify that any information entered, uploaded, or faxed is received and is accurate. Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload or fax it by the closing date.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts at: <https://my.usajobs.gov/Account/NotificationSettings.aspx>. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

DHS offers competitive starting salaries and an attractive benefits package, including: health insurance, Thrift Savings Plan (similar to a 401(k)), Flexible Spending Account, retirement plan, life and long-term care insurance, Employee Assistance Program, personal leave days and paid federal holidays. Other benefits may include: flexible work schedules, telework, tuition reimbursement, transportation subsidies, uniform allowance, health and wellness programs, and fitness centers. DHS is committed to employee development and offers a variety of employee training and development opportunities. For more information, please go to www.dhs.gov/careers and select "Benefits".

Relocation expenses *will not* be paid. To compare cost of living data, calculate mortgage scenarios, or gather information on communities and school districts, please visit the website: <http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>

Background Investigation: To ensure the accomplishment of our mission, CBP requires every employee to be reliable and trustworthy. To meet those standards, selected applicants may be required to undergo, and must successfully pass, a background investigation for placement into this position. This may include a review of financial issues and disclosure regarding criminal offenses and illegal use or possession of drugs. Entry into this position may require that you successfully pass a polygraph examination. For more information, please see: http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml.

Probationary Period: Current federal employees may be required to serve or complete a probationary period.

CBP uses E-Verify to validate all newly hired applicants' ability to work legally in the United States. To learn more about E-Verify, please follow this link: <http://www.uscis.gov/portal/site/uscis/menuitem.eb1d4c2a3e5b9ac89243c6a7543f6d1a/?vgnextoid=75bce2e261405110VgnVCM1000004718190aRCRD&vgnnextchannel=75bce2e261405110VgnVCM1000004718190aRCRD>.

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